

# OCHR FactSheet

## Federal Career Intern Program (FCIP) Ends; Pathways Begins

*Issued: January 13, 2011*

### STAFFING

This Fact Sheet:

- Explains the new Executive Order and describes the Pathways Program
- Includes information for current FCIP employees on how the Executive Order changes their current status
- Provides information on the continued use of SCEP and STEP
- Addresses several FAQs regarding the changes to FCIP and other student hiring programs

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### Background

On December 27, 2010, the President of the United States signed Executive Order 13562—Recruiting and Hiring Students and Recent Graduates to replace FCIP effective March 1, 2011. FCIP was designed to help Federal agencies recruit and attract exceptional individuals into a variety of occupations within their organizations without competing under normal Office of Personnel Management (OPM) delegated examining procedures. Appointments under FCIP were to the Excepted Service and may lead to an appointment in the Competitive Service upon successful completion of a developmental plan.

The new Executive Order creates two new programs called the Internship Program and the Recent Graduates Program and incorporates a revised version of the Presidential Management Fellows Program—collectively known as the Pathways Program.

### Key Messages

- FCIP will be replaced by the Pathways Program
- FCIP is revoked effective March 1, 2011
- Current FCIP Employees
  - 1) Will be converted to a Competitive Service appointment effective March 1, 2011 and may still be in a probationary period depending upon their total length of Federal service
  - 2) Will still be expected to complete their existing developmental plans
  - 3) Will not be adversely impacted by this change
- Current Applicants to FCIP
  - 1) May be appointed using another appointing authority (e.g., Veterans' appointments, Student Educational Employment Program, and delegated examining) if applicable
  - 2) Cannot receive a written offer of employment under the FCIP hiring authority within the Department of the Navy after December 28, 2010



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## Frequently Asked Questions

### 1) What is the Pathways Program?

The Pathways Program consolidates student and recent graduate programs with three clear program paths tailored to recruit, train, and retain well-qualified applicants. The three programs that make up Pathways are:

- a) Internship Program targeting students enrolled in a wide variety of educational institutions;
- b) Recent Graduate Program targeting recent (within two years and within six years for veterans) college graduates and other qualifying institutions;
- c) Presidential Management Fellows (PMF) Program targeting those with advanced degrees.

### 2) I'm an intern. How do I know if I'm an FCIP employee?

If you don't know whether you are an FCIP employee, contact your intern coordinator or your local HRO for assistance.

### 3) I'm an applicant. Do I wait for the Pathways Program or can I apply under FCIP?

We're currently unable to recruit under FCIP but you don't have to wait for Pathways to start your career with the Department of Navy. We encourage you to apply for Department of Navy vacancies open to U.S. Citizens at

<http://jobsearch.usajobs.gov/a9DON.aspx>.

## Where to Find Additional Information

The OPM Director's memorandum and a link to the President's Executive Order on FCIP and the Pathways Program are available on the OPM website at:

<http://www.chcoc.gov/Transmittals/TransmittalDetails.aspx?TransmittalID=3418>

More frequently asked questions are posted at [www.donhr.navy.mil](http://www.donhr.navy.mil) under Popular Topics

### Student Career Experience Program (SCEP) & Student Temporary Employment Program (STEP)

Current SCEP employees are not impacted by this change in FCIP. SCEP is still a viable way to employ students in the Federal government. Eventually, the new Internship Program, which is a part of the Pathways Program, will replace SCEP. OPM should provide information on current SCEP employees once they issue implementing guidance for the Internship Program.

STEP employees are not impacted by this Executive Order. At a later date, OPM will likely solicit comments from the public through a *Federal Register* on the possible elimination of STEP.

### Still Need Assistance?

Contact your Human Resources Office or email the DON OCHR

[DONhrfaq@navy.mil](mailto:DONhrfaq@navy.mil).

